CONTRACT BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

YORKTOWN COMMUNITY SCHOOLS

AND THE

YORKTOWN TEACHERS ASSOCIATION

July 1, 2026 to June 30, 2027

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CONTRACT BETWEEN

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YORKTOWN TEACHERS ASSOCIATION

This contract entered into this 29th day of September, 2026, by and between the Board of School Trustees of the Yorktown Community Schools, hereinafter called the "Board," and the Yorktown Teachers Association, hereinafter called the "Association."

ARTICLE I
Definitions

As used in this Contract:

1. "Board" means the Board of School Trustees of the Yorktown Community Schools and any person(s) authorized to act for said body in dealing with its employees.

2. "School Corporation" means the Yorktown Community Schools of the County of Delaware of the State of Indiana.

3. "Certificated School Employees" and "Teacher(s)" mean the certificated personnel employed by the Board in the bargaining unit as defined in Article II of the Contract.

4. "School Employees Organization" means any organization which has said certificated school employees as members and one of whose primary purposes is representing said certified school employees in dealing with the school employer, and includes any person or persons authorized to act on behalf of such organizations.

5. "Association" means the school employee organization which has been certified or recognized as the exclusive representative of said certified school employees, or the person or persons duly authorized to act on behalf of such representative.

6. "Full-Time Teacher" is a teacher whose workday shall consist of the hours determined through meaningful discussions and stated on the teacher contract.

7. "Part-Time Teacher" is a teacher whose workday is less than a "Full-Time Teacher", as defined (Article 1, 6). "Part-Time Teacher" will be entitled to all rights and benefits as defined for "Full-Time Teacher" on a pro-rated basis.

8. "CY" means calendar year.

9. "SY" means school year.

10. "E" means effective.

11. "HE" means highly effective.

12. "YCS" means Yorktown Community Schools.

ARTICLE II
Recognition

The Board recognizes the Association as the exclusive representative of certified school employees in the following bargaining unit:

All certified employees, as defined in IC 20-29 who are under a teacher's contract or on an authorized teacher's leave in the Yorktown Community Schools of Delaware County, except for the superintendent, assistant superintendent, principals, directors, assistant principals, deans of students, psychologist, speech language pathologist, case conference coordinator, technology integration specialist, and media coordinator/director.

ARTICLE III
Salary and Wage Items

A. Salary

1. Salary for returning teachers shall be determined according to Appendix A.

2. The minimum annual salary for a full-time teacher, including a newly-hired full-time teacher, shall be $55,000. The base salary for newly-hired teachers shall be established by the Superintendent of Schools at an amount not to exceed the salary of a returning teacher with the same level of experience and education.

3. The Corporation shall have the right to re-employ any previously retired teacher for a position for s/he is properly licensed and qualified on the following basis:

    a. The starting pay for each teacher rehired under this provision will be determined by the Superintendent.

    b. Paid Leave Days (PLD) shall be limited to seven (7) days for each contract and shall accumulate up to 90 days.

c. The Corporation shall pay insurance premiums in accordance with Article IV of this contract at a coverage level no greater than that held at the time of retirement.

d. The Corporation shall not be required to pay the 3% Teachers Retirement Fund Pick-Up as outlined in Article V, C., for those teachers employed under this provision, unless a contribution is required by TRF.

B. Extra-Duty Pay

Extra-Duty pay shall be determined according to the following:

1. Pay as defined by Extra Duty Pay Schedule *Appendix B.*

2. Any certified employee on an extended day contract will receive his/her daily rate.

C. Ancillary Duty Pay

1. The Board shall reimburse any teacher under regular contract for time spent, upon authorization of the building principal with approval of the Superintendent, on approved curriculum committees, curriculum development, or detention programs at the rate of Twenty-Five Dollars ($25.00) per hour.

2. The Board shall pay summer school teachers at a rate of Thirty-Five Dollars ($35.00) per hour.

D. Wage Payment Arrangement As Required By IC 20-26-5-32.2

Salaries for teachers shall be paid in twenty-six (26) equal payments unless the Corporation Treasurer is notified in writing by the teacher on or before July 1 that the teacher desires twenty-one (21) equal payments. This provision shall cease on June 30, 2026, and, for subsequent years, salaries for teachers shall be paid in twenty-four (24) equal payments unless the Corporation Treasurer is notified in writing by the teacher on or before July 1 that the teacher desires twenty (20) equal payments. The method of payment cannot be changed during any school year and shall continue for the next school year unless the teacher notifies the Corporation Treasurer on or before July 1. Equal payments are subject to minimum number of days worked in pay period as established by State Board of Accounts approved procedures.

E. Deductions for Absences

Deductions for teacher absences not covered by contractual agreement shall be made on a daily rate basis, (annual school year salary divided by contract days), but shall not include extra-duty salaries unless the absence occurs during the period of the teacher's extra-duty assignment.

F. General Payroll Deductions

The payroll deductions honored in the previous agreement will remain the same for this agreement.

G. Payment for On-Going Criminal History Records Checks

The Board shall pay costs associated with on-going criminal history records checks of currently employed teachers that are required to be conducted by the School Corporation for current employees under IC 20-26-5-10. This provision shall not apply to applicants for employment.

H. Grant Stipulations

Stipends paid to teachers for work outside of the regular contract from grant proceeds shall be paid at the rate stipulated in the grant and not at the daily or hourly rate established by the teacher's regular contract.

I. Stipend for College-Level Courses

Any teacher teaching an approved Advanced Placement or Dual Credit course shall be paid, after the close of the school year, a stipend of $250 for each semester of an Advanced Placement or a Dual Credit course title (not section) taught.

ARTICLE IV
Insurance

A. Health Care Insurance – Employee Single Coverage

1. Dental Insurance

   The Board shall pay all but Forty-eight Dollars ($48.00) of the cost of a single plan of dental insurance for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy will be available at central office. The Plan shall be agreed upon by the Board and the Association.

   - Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

2. Hospitalization, Major Medical Insurance, and Vision

   The Board shall contribute the amount specified in Appendix C toward the premium of a single hospitalization and major medical insurance policy for each participating employee. The Board and Association agree that the plans offered shall be those offered by the health insurance trust of which the district is a member unless otherwise

agreed upon by the Board and the Association. A copy of the benefits shall be located at central office.

For those teachers who elect to take a high deductible health plan, the Board shall contribute three thousand dollars ($3,000) for the 2026-27 school year, paid in 24 equal installments, to a qualified health savings account to any teacher who has elected to take a high deductible health plan in that teacher's first year of taking a high deductible plan. The Board shall contribute one thousand five hundred dollars ($1,500) for the 2026-27 school year, paid in 24 equal installments, to a qualified health savings account to any teacher who has elected to take a high deductible plan for a second or subsequent year.

- Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

B. Health Care Insurance – Employee Family Coverage

1. Dental Insurance

The Board shall pay all but Eighty Dollars ($80.00) of the cost of a family plan, an employee and spouse plan, or an employee and children plan of dental insurance for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy of the benefits shall be located at central office. The Plan shall be agreed upon by the Board and the Association.

- Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

2. Hospitalization, Major Medical Insurance and Vision

The Board shall contribute the amount specified in Appendix C toward the premium of a family, employee and spouse, or employee and children hospitalization and major medical insurance policy for each participating employee. The Board and Association agree that the plans offered shall be those offered by the health insurance trust of which the district is a member unless otherwise agreed upon by the Board and the Association. A copy of the benefits shall be located at central office.

For those teachers who elect to take a high deductible health plan, the Board shall contribute three thousand dollars ($3,000) for the 2026-27 school year, paid in 24 equal installments, to a qualified health savings account to any teacher who has elected to take a high deductible health plan in that teacher's first year of taking a high deductible plan. The Board shall contribute one thousand five hundred dollars ($1,500) for the 2026-27 school year, paid in 24 equal installments, to a qualified health savings account to any teacher who has elected to take a high deductible health plan for a second or subsequent year.

3. In the event of the death of a teacher who participates in the health insurance program provided by the school corporation, her/his spouse and/or dependent children may continue enrollment in the health insurance program for a period not to exceed thirty-six (36) months by prepaying the corporation full premium rate to the corporation prior to the monthly billing date.

   The School Corporation and the Board shall not be responsible for any lapse of insurance coverage due to failure of a dependent to make payments prior to the billing date.

   - Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

C. Long-Term Disability Insurance

The Board shall pay all but One Dollar ($1.00) of the cost of a single long-term disability plan for each participating employee. The plan shall be agreed upon by the Board and the Association.

D. Life Insurance

The Board shall pay all but One Dollar ($1.00) of the cost of a Fifty Thousand Dollars ($50,000) single life insurance policy with accidental death benefit plan for each participating employee. The plan shall be agreed upon by the Board and the Association.

E. Section 125 Benefit

The Board will provide the benefits of Section 125 of the 1986 Internal Revenue Code, as amended, to all certified staff.

ARTICLE V
Retirement Benefits

A. Retirement Buyout

The Board shall honor the retirement buyout agreement as set forth in Article VI, Retirement Benefits, in the July 1, 2002 to June 30, 2003 Collective Bargaining Agreement and in subsequent collective bargaining agreements.

B. Retirement -Ongoing Contributions

1. Retirement Savings 401(a) Annuity Plan

The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.

The Corporation shall contribute into each individual's separate 401(a) account 1.5% of the teacher's base salary as follows:

There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

Each bargaining unit member shall be vested in these individual 401(a) accounts under the following schedule:

Completed Years in Corp.	Percent Vested
0-1	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

For purposes of this paragraph, continuous service shall not be considered to be broken in the event of a teacher's approved leave of absence pursuant to Article VI of this agreement (provided that the teacher returns to teaching with the Corporation at the expiration of the leave) or in the event of a teacher's release due to a reduction in force (provided that the teacher is recalled within the three year recall period). However, the teacher shall not be credited with any additional years of continuous service for the period during which he/she was on approved leave or during which he/she was not employed by the Corporation due to a reduction in force except for continuous seniority for the purpose of vesting requirements for retirement from the Corporation.

a. If an employee terminates employment with the Corporation before becoming fully vested in his/her individual account under the Plan, the non-vested forfeitable) amounts shall be returned to the Corporation.

b. Teachers shall continue to have the option to invest their own funds in tax-deferred annuities with the company they select from the list of 403(b) vendors in the Yorktown 403(b) plan for such purpose pursuant to a salary deduction arrangement under Section 403(b) of the Code.

2. Retirement Savings VEBA Plan

a. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c)(9) of the Code.

1) The Corporation shall contribute into each individual's separate VEBA account 1.5% of the teacher's base salary.

b. The Corporation shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September1 of each succeeding year.

c. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan.

d. Each bargaining unit member shall be vested in these individual VEBA accounts under the following schedule:

Completed Years in Corp.	Percent Vested
0-1	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

For purposes of this paragraph, continuous service shall not be considered to be broken in the event of a teacher's approved leave of absence pursuant to Article VI of this agreement (provided that the teacher returns to teaching with the Corporation at the expiration of the leave) or in the event of a teacher's release due to a reduction in force (provided that the teacher is recalled within the three year recall period). However, the teacher shall not be credited with any additional years of continuous service for the period during which he/she was on approved leave or during which he/she was not employed by the Corporation due to a reduction in force except for continuous seniority for the purpose of vesting requirements for retirement from the Corporation.

e. If an employee terminates employment with the Corporation before becoming fully vested in his/her individual account under the Plan, the non-vested (forfeitable) amounts shall be returned to the Corporation.

C. Corporation Paid Teachers' Retirement Fund Pick-Up

The Board shall pay the 3% teacher contribution to the Indiana State Teachers' Retirement Fund and will not include the contribution in the gross income of the employee.

ARTICLE VI
Leaves

A. Paid Leave Days

Each full-time teacher employed under regular contract shall be entitled to be absent from work on account of personal illness, quarantine, family illness, or personal leave for a total of thirteen

(13) days the first year of employment and ten (10) days in each succeeding year without loss of compensation. A teacher employed for less than one-half of the school day shall receive one-half the number of applicable paid leave days. A teacher employed for one-half or more of the school day shall receive the full complement of paid leave days. If in any one school year the teacher is absent for such illness, quarantine, family illness, or personal leave fewer than the prescribed number of days, the remaining days shall accumulate as sick leave days.

Use of paid leave days shall be applicable to both the regular school year and summer school. Teachers who teach two hours or less per day of summer school shall receive one-half day of paid leave days. Teachers who teach more than two hours per day of summer school shall receive one day of paid leave days.

B. Sick Leave

1. Any teacher's unused paid leave days at the end of a school year shall be transferred to accumulated sick leave days for the teacher.

2. A teacher who has taught in another school corporation in Indiana may transfer accumulated sick leave to this school corporation as sick leave at the rate of three (3) days per year beginning the second year of the teacher's employment until all days have been transferred.

3. A teacher must exhaust all paid leave days before using sick leave. Sick leave may only be used for personal illness, quarantine, medical or dental appointments, or family illness of those for whom the teacher is a primary caregiver.

4. No teacher may accumulate more than ninety (90) days of sick leave.

C. Sick Leave Bank

1. Purpose

The Sick Leave Bank is a continuous year to year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of a prolonged absence from work due to physical or mental illness, injury, or incapacitation sufficiently severe that would make their presence in school detrimental to the health or well being of themselves or their students. This section does apply to the period of time during a pregnancy or maternity leave when a teacher is certified as disabled.

2. Sick Leave Bank Committee

The Sick Leave Bank Committee shall consist of the President of the Association, or his designee, a second representative of the Association, the Superintendent, and a second

representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.

3. Organization and Membership

   a. Any teacher in the bargaining unit as defined in Article II, shall be eligible to become a member of the Sick Leave Bank.

   b. The bank shall be formed by voluntary participation and voluntary donations of one (1) paid leave day by teachers who then become members.

   c. The Bank may be used only for personal illness as set forth in Section B, 1, and only for those working days that the member is contracted during the regular school year.

   d. The Bank shall be open for teachers to become members for thirty (30) working days following the opening of school each year.

   e. Teachers new to the school corporation may become members by donating one (1) paid leave day within the thirty-day membership period or within thirty (30) days of the teacher's initial contract obligation.

   f. At such time as the Sick Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) paid leave day shall be made upon all current members of the bank who have leave days remaining.

   g. Teachers who have been in the school corporation may become members by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.

   h. Any and all donated days lose their identity and become the property of the Sick Leave Bank.

4. Procedure

   a. Written application by the teacher or a member of the teacher's family (if the teacher is incapacitated to such a degree that he/she cannot apply him/herself) accompanied by a physician's certificate stating the nature, length of the disability, and prognosis of the teacher's condition, shall be submitted to the chairperson of the Sick Leave Bank Committee.

   b. Each application must be acted upon by the entire committee, and any decision to grant Sick Leave Bank days must be decided by a majority vote to the committee. In the event of a tie, the Superintendent shall make the final determination on the sick leave bank request. The decision of the Sick Leave Bank Committee shall be final. The chairperson shall inform the applicant (or where applicable, a member of the family) of the committee's decision, and shall also report the decision to

grant Sick Leave Bank days to the Corporation Treasurer.

c. No member shall be granted more than sixty (60) Sick Leave Bank days per school year.

d. The applicant must use all available leave days before Sick Leave Bank days shall be approved.

e. There must be a waiting period of five (5) working days after the teacher's leave days have expired before Sick Leave Bank days become effective.

f. After being off for an extended illness or injury, Sick Leave Bank members may use up to fifteen (15) half days (seven and one-half full days) provided their physician certifies they may return to work on a part time, but not full time, basis.

g. Upon returning to work, the member shall repay the Sick Leave Bank the number of days used at the rate of three (3) days per school year. Repayment shall begin with the school year immediately following the school year during which the Sick Leave Bank days were granted. A member may voluntarily elect to repay days at a higher rate by notification in writing to the Superintendent.

h. If a member of the Bank retires, resigns, or for other reasons leaves the school corporation before Sick Leave Bank days are repaid, the debt shall be waived.

i. No member may owe to the Bank more than sixty (60) days at any time. Days owed from a previous draw count toward the sixty-day maximum.

D. Catastrophic Illness Leave Bank

1. Purpose

The Catastrophic Illness, (CI) Leave Bank is a continuous year to year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of a catastrophic family illness event. A "catastrophic illness event" shall be defined as an acute or prolonged illness considered to be life-threatening or with the threat of serious residual disability. The catastrophic illness days may be used by a teacher to care for their spouse, child(ren), parent(s), or any person living as a member of the household of the teacher. A teacher must use all of his/her paid and accumulated leave days before this provision is granted. The CI Leave Bank Committee will require the applying teacher to provide proper Family Medical Leave (FMLA) paperwork.

2. Catastrophic Leave Bank Committee

The Catastrophic Leave Bank Committee shall consist of the President of the Association, or his designee, a second representative of the Association, the Superintendent, and a second representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.

3. Organization and Membership

   a. Any teacher in the bargaining unit as defined in Article II, shall be eligible to become a member of the Catastrophic Illness Leave Bank.

   b. The bank shall be formed by voluntary participation and voluntary donations of up to five (5) paid leave days by teachers during year one of participation and one (1) paid leave day upon the bank account failing below twenty (20) days.

   c. The Bank may be used only for reasons as set forth in Section C, 1, and only for those working days that the member is contracted during the regular school year.

   d. The Bank shall be open for teachers to become members for thirty (30) working days following the opening of school each year.

   e. Teachers new to the school corporation may become members by donating up to five (5) paid leave days within the thirty-day membership period or within thirty (30) days of the teacher's initial contract obligation.

   f. At such time as the Catastrophic Illness Leave Bank account falls below twenty (20) days, an obligatory assessment of one (1) paid leave day shall be made upon all current members of the bank who have paid leave days remaining and who wish to continue participation in the CI Leave Bank.

   g. Teachers who have been in the school corporation may become members by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.

   h. Any and all donated days lose their identity and become the property of the Catastrophic Illness Leave Bank.

4. Procedure

   a. Written application by the teacher accompanied by a physician's certificate stating the nature, length of the leave requested, and prognosis of the family member's condition, shall be submitted to the chairperson of the CI Leave Bank Committee.

   b. Each application must be acted upon by the entire committee, and any decision to grant CI Leave Bank days must be decided by a majority vote to the committee. In the event of a tie, the Superintendent shall make the final determination on the CI leave bank request. The decision of the CI Leave Bank Committee shall be final. The chairperson shall inform the applicant of the committee's decision, and shall also report the decision to grant CI Leave Bank days to the Corporation Treasurer.

   c. No member shall be granted more than fifteen (15) CI Leave Bank days per school year.

d. The applicant must use all available leave days before CI Leave Bank days shall be approved.

e. There must be a waiting period of five (5) working days after the teacher's leave days have expired before CI Leave Bank days become effective.

f. Upon returning to work, the member shall repay the CI Leave Bank the number of days used at the rate of three (3) days per school year. Repayment shall begin with the school year immediately following the school year during which the CI Leave Bank days were granted. A member may voluntarily elect to repay days at a higher rate by notification in writing to the Superintendent.

g. If a member of the Bank retires, resigns, or for other reasons leaves the school corporation before CI Leave Bank days are repaid, the debt shall be waived.

h. No member may owe to the Bank more than sixty (60) days at any time. Days owed from a previous draw count toward the sixty-day maximum

E. Job-Related

In the event a full-time teacher employed under regular contract is absent from work due to injuries sustained during the performance of regular teaching duties, the corporation shall pay to such teacher the difference between the regular contracted salary and benefits received under the Workmen's Compensation Act, only for the duration of the teacher's individual regular contract for the school year. Upon return from such absence, the teacher shall present verification form her/his physician as to her/his ability to perform regular teaching duties and responsibilities. Such absences shall not be charged against the teacher's paid leave days.

F. Death in the Family

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) school days per death beyond such death for the purpose of attending the last burial rites and attending to other personal matters of the immediate family member, provided that the burial rites occur while the teacher is performing duties as assigned by the Board under a valid teacher's contract, and that the burial rites do not occur during the time when the teacher is absent from assigned duties due to vacation, leave of absence, or sick leaves, which may have been previously granted or approved by the Board. A maximum of two (2) of the five (5) days may be used at a later date to attend to estate matters of the immediate family member. The days must be used within the school year in which the death occurs.

"Immediate Family" includes father, mother, brother, sister, husband, wife, child, stepchild, father-in-law, mother-in-law, grandparent, grandchild, daughter-in-law, son-in-law, brother in-law, sister-in-law, former guardian, or any person living as a member of the household of the teacher.

In case of death of other family members not specified above, or that of close friends, the teacher is entitled to be absent for one (1) day without loss of compensation. However, one cannot exceed three (3) days per school year.

G. Court Appearances

The Board shall compensate a teacher subpoenaed and/or receives written notice, by the Court, to appear to serve jury duty, to testify in court as a witness in a case in which she/he is not personally involved, or to testify in court in suit arising out of the performance of the duties for, or employment with, the school corporation or to testify before a judicial or legislative body legally empowered to issue the subpoena in a matter arising out of the performance of the duties for, or employment with, the school corporation for the number of days mandated to perform such obligation, provided that in the event the teacher is the Plaintiff in a suit, or judicial, legislative, or administrative procedure against the school corporation or Board, or in the event the teacher is the Defendant in a suit or judicial, legislative, or administrative procedures brought by the school corporation or Board, the compensation shall not be paid to the teacher.

Such compensation shall be calculated as the difference between the teacher's contracted daily rate of pay and the daily rate of pay received for such mandated duty.

H. Temporary Disability

The Board shall consider, and upon approval, shall grant a temporary disability leave in cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness or injury.

1. Notification

    a. After determining that a temporary disability leave is necessary, the teacher shall submit a timely written notice to the Superintendent of the anticipated date the leave is to commence, as well as the anticipated date of return.

    b. In the case of a temporary disability due to pregnancy, the teacher should include a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.

    c. If a teacher granted a temporary disability leave elects to utilize accumulated sick leave during the period of temporary disability, a physician's statement and certification must be submitted to the Superintendent for any temporary disability absence of more than ten (10) consecutive days. While on said leave, sick days shall be paid only for the number of assigned duty days the teacher is certifies the teacher to be physically disabled. The number of sick leave days used during a temporary disability leave may not exceed said teacher's total number of accumulated sick leave days at the time the leave commenced.

Additional statements of certification by a physician of the temporary disability of said teacher are required (except for temporary disability due to pregnancy) for any disability which exceeds

a duration of twenty (20) consecutive days. These statements of certification must be submitted to Superintendent no later than the first day of each ensuing month after the 20th consecutive day of absence.

2. General Provisions

   a. In case of a temporary disability caused by pregnancy, the teacher is entitled to a leave of absence any time between the commencement of pregnancy and one (1) year following the birth of the child.

   b. Except for temporary disability caused by pregnancy, leave under this provision shall be granted for a period not exceeding one (1) year. However, at the end of the leave, the Board, at its discretion, may grant a further period of time not to exceed the remainder of the current school year.

   c. In all cases the Board reserves the right to require an examination by a Board-appointed physician(s) to determine the teacher's fitness to continue performing the full schedule of the duties and responsibilities to which s/he may be assigned. The cost of such examination shall be borne by the Board. In case of disagreement of said physicians, a third physician shall be consulted. The cost of this examination shall also be borne by the Board.

   d. Teachers enrolled in the school corporation's group insurance program, and who are on unpaid temporary disability leave approved by the Board, may continue enrollment in the insurance programs by prepaying the premiums to the corporation prior to the billing date.

   e. The school corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date.

I. Extended Leave

1. A leave of absence for a medically-documented personal illness or illness in the immediate family or for purpose of pursuing an advanced degree in the field of education or a degree in a field in which the teacher is licensed, without pay or benefits, may be granted to a teacher for a period of up to one (1) year.

2. The teacher may return to full-time employment during the period for which the leave was granted, provided:

   a. The teacher notifies the Superintendent, in writing, at least thirty (30) days prior to the date s/he wishes to return, and

   b. In the case of leave due to illness, furnishes a written statement from a physician attesting to her/his ability to resume the full performance of the duties and responsibilities to which s/he may be assigned, and

c. There is a classroom teaching position open on the staff for which s/he is qualified.

In the event the teacher gives notice of her/his intention to return and furnishes the physician's statement as provided here, and no position is open, the teacher shall be offered a position for which s/he is qualified no later than the beginning of the next school year.

3. If the teacher fails to notify the office of the Superintendent at least forty-five (45) school days prior to the expiration of such leave that s/he intends to return to employment the first assigned day of duty the next ensuing school year from the date of termination of leave, or fails to accept an offered position for which s/he is qualified, s/he shall be deemed to have resigned, and the obligation of the school corporation to provide a position to her/him will cease.

4. In all cases, the Board reserves the right to require an examination by a physician(s) other than the teacher's regular physician to determine the teacher's fitness to return to employment and resume the full performance of the duties and responsibilities to which s/he may be assigned. The cost of such examination shall be borne by the Board. In case of disagreement of said physicians, a third physician shall be consulted. The cost of this examination shall be borne by the Board.

5. Teachers enrolled in the school corporation's group insurance program and who are on Board-approved unpaid leaves, may continue enrollment in the insurance program by prepaying premiums to the corporation prior to the billing date.

6. The School Corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date.

J. Armed Forces Leave

Any teacher employed under regular contract who, as a reserve member of the armed forces of the United States or National Guard, is called to active duty during the regular school year, shall be entitled to receive a temporary leave of absence for the period of time such teacher is on active military duty. The teacher shall be paid his/her contracted salary less the total amount of pay earned for military service during such leave of absence.

K. Sabbatical Leave

Upon recommendation of the Superintendent, the Board may grant a sabbatical leave of absence to a teacher for the period of one (1) year without pay or benefits for the purpose of advance professional study under the following conditions:

1. The teacher must have been employed by the Yorktown Community Schools for at least five (5) consecutive years prior to such leave.

2. The teacher shall present to the Superintendent a written request for a leave of absence, giving a comprehensive statement of intended plans and purposes for such leave.

3. Teachers enrolled in the school corporation's group insurance program and who are on Board approved sabbatical leave, may continue enrollment in the insurance program by prepaying the premiums to the corporation prior to the billing date.

4. The school corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date.

L. Paternity / Maternity Leave

When a child is born to a teacher, he/she may take up to four (4) days paternity/ maternity leave with pay. These days shall not be deducted from the teacher's sick days.

M. Adoptive Leave

Adoptive leave shall be granted for a period of up to one (1) year without compensation. Upon initial application for the adoption, the teacher shall notify the Superintendent in writing of her/his intent to take a leave. The leave shall commence at the time the child is physically placed in the custody of the adoptive teacher. Upon application for the adoption, the teacher shall notify the Superintendent in writing of the anticipated duration of such leave. This leave shall be treated as an extended leave under Section I above.

N. Association Leave

The Association President, or his/her designees, shall be granted up to five (5) days each year to conduct Association business without loss of compensation. The Corporation shall pay for the cost of substitute pay for the first two (2) Association days used and the Association shall reimburse the Corporation for the cost of substitute pay for days three (3), four (4), and five (5) if used.

ARTICLE VII
Terms and General Provisions

This contract shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027.

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on September 3, 2026, and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with IC 20-29-6-19 was held on September 15, 2026, to discuss the tentative agreement, and electronic participation from the governing body and/or public was not permitted.

This contract is made and entered into at Yorktown, Indiana, on this 29th day of September, 2026, between the Board of School Trustees of the Yorktown Community Schools, County of Delaware, State of Indiana, party of the first part, heretofore referred to as the "Board" and the Yorktown Teachers Association, party of the second part, heretofore referred to as the "Association."

This contract is so attested to by the parties who signatures appear below:

BOARD OF SCHOOL TRUSTEES OF THE
YORKTOWN COMMUNITY
SCHOOLS

Ryan A Kelly
President

Secretary

Gregory P. Hinshaw, Ed.D.
Superintendent of Schools

YORKTOWN TEACHERS ASSOCIATION

Crystal Gregg
President

Matthew Gin
Secretary

APPENDIX A
Compensation Model

Compensation pay will be defined using the following model. This model will result in the following:

A base increase for those eligible returning employees (Highly Effective and Effective) based on the 2025-26 school year evaluation results to be paid out in 2026-27 school year once the necessary data is collected and eligibility is determined. The base increase will be based on three factors, (1) Experience will account for 25%, (2) Evaluation will account for 65%, and (3) Academic Needs of Students will account for 10% of the total base increase. Base pay is status quo based on 2025-26 school year individual teacher contract until evaluations are complete, assuming contracts are fulfilled with equivalent individual employment status (full-time or part-time) from the previous school year. If an employee does not return in the same capacity regarding employment status, contracts will be adjusted to reflect correct part-time percentage (%).

Eligibility

- Teachers who do not return for the 2026-27 school year for any reason are not eligible for any base or stipend monies.

Statutory Factors (3) & Definitions

1.) Experience (25%)
Defined: (one year of previous teaching experience of at least 120 days each of active employment)

2.) Evaluation Results (65%)
Defined: Summative evaluation result rating based on 2025-26 school year (Highly Effective or Effective; those rated Improved Needed or Ineffective do not qualify for an increase)

3.) Academic Needs of Students (10%)
Defined: Believing that trained, qualified, and licensed teachers are essential to meeting the academic needs of all students, this factor is defined as a teacher possessing a license to teach the subject(s) for which he/she is currently assigned to teach at Yorktown Community Schools.

Range of Teacher Salaries (2025-26, prior to increase for 2026-27)

- Teacher Range:
  Full-Time: $55,000-$84,202
  Part-Time: $14,123-$32,886

Formula

- Base increase funds: $178,415 Education Fund Monies
- This amount will be reduced for TRF, Social Security, VEBA, and 401(A) of approximately 20.65%) = $148,000 = **Amount A**.
- Calculation for Individual Amounts
  - Step 1: Determine the number of returning teachers who completed at least 120 days of active employment in 2025-26 and have returned for 2026-27. This is the number of teachers with an additional year of experience **(Amount B)**
  - Step 2: Multiply Amount A by 0.25 and divide the product by Amount B. This is the base increase per teacher for experience. **(Amount B.1)**
  - Step 3: Determine the number of returning teachers who completed at least 120 days of active employment in 2025-26 and have returned for 2026-27 and had an evaluation rating of effective or highly effective. This is the number of teachers who meet the evaluation requirement. **(Amount C)**
  - Step 4: Multiply Amount A by 0.65 and divide the product by Amount C. This is the base increase per teacher for evaluation results. **(Amount C.1)**
  - Step 5: Determine the number of returning teachers who are licensed to teach in the area of their assignment. This is the number of teachers who meet the academic needs of students requirement. **(Amount D)**
  - Step 6: Multiply Amount A by 0.10 and divide the product by Amount D. This is the base increase per teacher for academic needs of students. **(Amount D.1)**
  - Step 7: Add Amount B.1, Amount C.1, and Amount D.1 to determine the base salary increase for each individual teacher.

- For teachers attaining their early literacy endorsement, also considered an academic needs of students, a base salary increase of $200/teacher shall be granted in the first school year after earning the endorsement. The teacher shall provide proof of the endorsement to the corporation treasurer prior to July 31 prior to the effective school year in order to qualify for the base salary increase.

APPENDIX B
Extra Duty Pay Schedule

	Stipend
HIGH SCHOOL ATHLETICS	
Head Baseball Coach	$6,605
Asst. Baseball Coach	$3,303
Head Summer Baseball Coach	$661
Asst. Summer Baseball Coach	$661
Head Boys Basketball Coach	$9,756
Asst. Boys Basketball Coach	$4,128
Freshman Boys Basketball Coach	$3,303
Basketball Statistician	$661
Head Girls Basketball Coach	$9,756
Asst. Girls Basketball Coach	$4,128
Head Cross Country Coach - Boys	$4,128
Head Cross Country Coach - Girls	$4,128
Asst. Boys & Girls Cross Country Coach	$1,800
Head Football Coach	$9,756
Asst. Football Coach	$4,128
Freshman Football Coach	$3,303
Football Statistician	$661
Boys Golf Coach	$4,128
Asst. Boys Golf Coach	$1,800
Girls Golf Coach	$4,128
Asst. Girls Golf Coach	$1,800
Head Softball Coach	$6,605
Asst. Softball Coach	$3,303
Head Boys & Girls Swim Coach	$6,605
Asst. Boys & Girls Swim Coach	$3,303
Head Boys Tennis Coach	$4,128
Head Girls Tennis Coach	$4,128
Asst. Boys Tennis Coach	$2,477
Asst. Girls Tennis Coach	$2,477
Head Boys Track Coach	$4,954
Asst. Boys Track Coach	$2,477
Head Girls Track Coach	$4,954
Asst. Girls Track Coach	$2,477

Boys and Girls Asst. Track Coach	$2,477
Head Girls Volleyball Coach	$8,256
Asst. Girls Volleyball Coach	$3,303
Head Boys Volleyball Coach	$8,256
Head Wrestling Coach	$6,605
Asst. Boys Wrestling Coach	$3,303
Asst. Girls Wrestling Coach	$3,303
Head Cheerleading Coach	$3,303
Asst. Cheerleading Coach	$1,652
Boys Soccer Coach	$4,954
Asst. Boys Soccer Coach	$2,477
Head Girls Soccer Coach	$4,954
Asst. Girls Soccer Coach	$2,477
Strength & Conditioning Coach	$6,605
Bowling Coach	$661
MIDDLE SCHOOL ATHLETICS	
Middle School Athletic Coordinator	$10,500
8th Boys Basketball Coach	$2,890
7th Boys Basketball Coach	$2,890
6th Boys Basketball Coach	$2,064
8th Girls Basketball Coach	$2,890
7th Girls Basketball Coach	$2,890
6th Girls Basketball Coach	$2,064
Cross Country Coach	$1,652
Asst. Cross Country Coach	$1,239
Head 8th Grade Football Coach	$2,890
Asst 8th Grade Football Coach	$2,477
Head 7th Grade Football Coach	$2,890
Asst 7th Grade Football Coach	$2,477
Boys Golf Coach	$1,652
Girls Golf Coach	$1,652
Head Boys & Girls Swim Coach	$2,064
Asst. Boys & Girls Swim Coach	$1,486
Head Boys Track Coach	$2,064
Asst. Boys Track Coach	$1,486
Head Girls Track Coach	$2,064
Asst. Girls Track Coach	$1,486

8th Grade Girls Volleyball Coach	$2,477
7th Grade Girls Volleyball Coach	$2,477
6th Grade Girls Volleyball Coach	$2,064
Head Wrestling Coach	$2,064
Asst. Wrestling Coach	$1,486
7t$^{h/}$8th Grade Cheerleading Coach	$1,652
6th Grade Cheerleading Coach	$661
Middle School Soccer	$1,652
Middle School Assistant Soccer Coach	$1,486
Middle School Head Baseball Coach	$2,064
Middle School Assistant Baseball Coach	$1,486
Middle School Head Softball Coach	$2,064
Middle School Assistant Softball Coach	$1,486
Middle School Boys Tennis Coach	$1,652
Middle School Girls Tennis Coach	$1,652
Boys Volleyball Coach	$2,064
HIGH SCHOOL MUSIC	
High School Flags	$2,477
High School Dancers	$2,477
High School Band Instructor	$4,954
High School Choir Instructor	$2,477
Choir Accompanist	$574
Musical Productions Instructor	$1,652
(2 Productions Per Year)	
Summer Band Instructor	$6,605
Asst. Summer Band Instructor	$3,303
Percussion Instructor	$2,477
MIDDLE SCHOOL MUSIC	
Middle School Band Assistant	$3,803
Middle School Band Instructor	$3,303
Middle School Choir Instructor	$1,652
HIGH SCHOOL EXTRACURRICULAR	

Academic Coach Coordinator	$1,074
Academic Coach	$661
Art Club Sponsor	$661
DECA Sponsor	$661
Building Liaison (LA/Math/NewTchr)	$1,074
Drama Club Sponsor/Productions	$2,890
FCCLA Sponsor	$661
Key Club Sponsor	$1,074
Hoosier Spell Bowl Sponsor	$413
Honor Society Sponsor	$826
Junior/Senior Class Sponsor	$1,074
Freshman/Sophomore Class Sponsor	$661
Newspaper Sponsor	$2,064
Dance Marathon Sponsor	$1,074
Science Club Sponsor	$661
Set Construction Sponsor	$1,074
Skill Bowl Sponsor	$1,074
Spanish Club Sponsor	$661
Mentor	$661
Ambassador Sponsors	$661
Student Government Sponsor	$3,303
Super Bowl Sponsor	$661
Government Club Sponsor	$661
Yearbook Sponsor	$2,477
Technology Integration Coach	$1,074
Esports Club Sponsor	$661
After School Tutoring	$1,735
MIDDLE SCHOOL EXTRACURRICULAR	
Academic Coach Coordinator	$1,074
Academic Coach	$661
Art Club Sponsor	$661
Art Fair Sponsor	$413
Homework Help Coordinator	$1,074
Homework Help Sponsor/Coach	$826
Building Liaison L/A, Math, General	$826
Hoosier Spell Bowl Sponsor	$413
Comic Club Sponsor	$661

Newsletter and Media Sponsor	$661
Robotic Club Sponsor	$826
Student Government Sponsor	$1,239
YMS Yearbook Sponsor	$1,074
Technology Integration Coach	$1,074
Super Bowl Sponsor	$661
Esports Club	$661
Drama Club Sponsor	$661
Dance Team Sponsor	$661
YES ELEMENTARY EXTRACURRICULAR	
STEAM/Robotics Club Sponsor	$413
Academic Coach	$413
Student Council	$413
Science Fair	$413
Building Liaison	$826
Technology Integration Coach	$1,074
Elementary Choir Sponsor	$413
PVE EXTRACURRICULAR	
Robotics Club Sponsor	$413
STEM Club Sponsor	$413
Building Liaison	$826
Technology Integration Coach	$1,074
Community Club Sponsor	$413

APPENDIX C

Employer Contributions to Teacher Health Insurance Plans

Plan 1	
Single	$ 7,015
Employee and Children	$12,873
Employee and Spouse	$16,816
Family	$22,958
Plan 2	
Single	$ 6,494
Employee and Children	$11,971
Employee and Spouse	$15,672
Family	$21,442
Plan 3	
Single	$ 7,015
Employee and Children	$12,873
Employee and Spouse	$16,816
Family	$23,225
Plan 4	
Single	$ 5,620
Employee and Children	$10,478
Employee and Spouse	$13,730
Family	$18,881